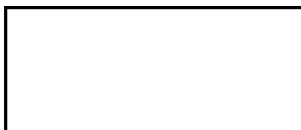20 June 1973

MEMORANDUM FOR:

SUBJECT: Exploratory Session on IC Staff
Managerial Planning

1. [_____] will be here on Friday of this week to consult with IC Staff re our managerial planning. The session will be in the tank from 1000 to 1200 and generally restricted to IC Staff issues. We are searching for ways to be responsive to suggestions made by Andy Marshall on Organizational Development.

2. Clearances have not yet been provided, so the discussion will need to be more general than we'd like. Addressees are invited to suggest topics for discussion. Among the items we may wish to cover are the following:

(a) Success in measuring manpower productivity in research organizations and identification of specific change agents useful to the process.

(b) Further elaboration of how he sees implementing a "management by objectives" approach and the anomalies between this approach and earlier PPB and participative management concepts. We hope to probe for specific industrial experience with management by objectives.

(c) In our analytic efforts and in our data base developments, IC has tended to accommodate trend data, historical in nature and not dynamic. Changes in programs and resource levels are then explained in terms of this data and recollection of pressures at the time. The arguments between the systems dynamics people (the futurists) and the economitricians (the regression analysts) on the value of trend vs. "big systems"

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projections [   ] raise the real
world issue of "How one can best apply these concepts, if
at all, in organizational and resource planning?" as <u>limited</u>
in the National Intelligence Program. We hope to probe

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[   ] ome on this subject, particularly in terms
of the applications of the analytic approaches in specific
industry groups and get some feel of his notions of who the
so-called experts are.

3. The session is intended to be nonstructured - a give and
take. Specific memo of record will be kept. Addressees are
invited to bring along staff. Please advise [   ]   STAT
by c.o.b. Thursday on planned attendances.

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cc: